RESEARCH BULLETIN

TRENDS IN COLLECTIVE AGREEMENT
SETTLEMENT WAGE RATES IN NOVA SCOTIA

1983

Province of Nova Scotia
DEPARTMENT of LABOUR and MANPOWER

Research Division

FOREWORD

This report provides a summation of the results of wage negotiations in collective agreement settlements in Nova Scotia for the period January 1, 1983 to December 31, 1983. The information in this report does not list specific occupational or industrial wage rates, but utilizes summary figures to indicate the general direction of wage developments. The data presented herein is based on 309 collective agreements representing some 24,736 employees. A separate report, "Trends in Collective Bargaining Settlements in Nova Scotia, 1983" provides further information on these agreements.

The data in this report covers all industrial sectors except Construction. Requests for more specific wage data and for information relating to the Construction sector should be directed to the Research Division.

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COMMENTS ON TABLE I:

The all-industry average base rate increased to 7.1 percent during 1983 -- 4.9 percentage points below that recorded in 1982. The Transportation, Communication and Other Utilities sector experienced the largest wage increase of 8.8 percent. The lowest average wage increase of 6.8 percent was recorded in the Service sector.

Two-year agreements contained, on average, the greatest percentage change of 7.2 percent. One-year agreements averaged 7.0 percent whereas three-year collective agreements averaged 4.9 percent. The largest average wage increases were recorded in the Trade sector with one-year agreements and two-year agreements in the Transportation, Communication and Other Utilities sector.

TABLE I:

AVERAGE ANNUAL COMPOUND PERCENTAGE CHANGE
IN BASE RATES BY CONTRACT DURATION AND INDUSTRY

	One Year Agts		Two Year Agts		Three Year Agts		All Agts	
Manufacturing	9.4	(11.1)	7.5	(10.6)	3.6	(8.3)	7.5	(10.6)
Mines	-	(-)	7.2	(10.6)	-	(-)	7.2	(10.6)
Public Administration	6.9	(12.9)	10.5	(12.4)	-	(14.9)	7.1	(12.7)
Service	6.5	(12.1)	8.0	(13.6)	8.6	(7.6)	6.8	(12.7)
Trade	13.1	(16.3)	6.2	(9.9)	4.7	(15.1)	7.4	(12.4)
Transportation, Comm. & Other Utilities	5.7	(6.0)	12.0	(11.4)	-*	(20.7)	8.8	(12.0)
All-Industry Totals	7.0	(12.1)	7.2	(11.9)	4.9	(12.2)	7.1	(12.0)

* Insufficient data precludes a calculation.

COMMENTS ON TABLE II:

The all-industry average skilled rate decreased to 6.5 percent in 1983. Throughout 1982 the rate averaged 12.0 percent. All six sectors witnessed an average decrease. The decreases ranged from a low of 3.8 percentage points in the Mines sector to a high of 7.0 in Public Administration.

Three-year contracts contained the highest rate of decrease, 12.3 percent in 1982 to 5.6 percent in 1983, a difference of 6.7 percentage points. One-year and two-year contracts decreased 6.0 and 4.9 percentage points, respectively.

TABLE II:

AVERAGE ANNUAL COMPOUND PERCENTAGE CHANGES IN SKILLED RATES BY CONTRACT DURATION AND INDUSTRY

	One Year Agts	Two Year Agts	Three Year Agts	All Agts
Manufacturing	7.6 (11.5)	7.3 (11.3)	4.6 (8.9)	7.1 (11.1)
Mines	- (-)	6.2 (10.0)	- (-)	6.2 (10.0)
Public Administration	6.0 (12.7)	10.5 (13.4)	- (-)	6.2 (13.2)
Service	6.4 (12.1)	6.9 (12.7)	8.0 (13.9)	6.5 (12.6)
Trade	11.1 (17.5)	6.0 (8.1)	4.6 (13.5)	6.8 (11.5)
Transportation, Comm. & Other Utilities	5.5 (-)	5.7 (9.7)	-* (14.9)	5.6 (10.4)
All-Industry Totals	6.5 (12.5)	6.8 (11.7)	5.6 (12.3)	6.5 (12.0)

* Insufficient data precludes a calculation.

COMMENTS ON TABLE III:

Contract bargaining at the Direct Bargaining stage generated average settlements of 6.6 percent while Conciliation averaged 7.5 percent.

The largest average wage increase was settled by Post Conciliation Bargaining (P.C.R.) in the Service sector; the smallest, settled by Conciliation in the Transportation, Communication and Other Utilities sector.

TABLE III:

AVERAGE ANNUAL COMPOUND PERCENTAGE CHANGES IN BASE RATES BY SETTLEMENT STAGE AND INDUSTRY

INDUSTRY	Direct Bargaining	Conciliation	Conciliation Board	Post Conciliation Bargaining (P.C.R.)	Post Conciliation Bargaining (W.S.)	Industrial Inquiry Commission	Mediation	TOTAL
Manufacturing	7.3 (11.1)	7.6 (11.4)	- (5.7)	6.7 (9.1)	9.0 (6.8)	- (-)	- (-)	7.4 (10.6)
Mines	- (9.5)	7.0 (11.7)	- (-)	7.3 (-)	- (-)	- (-)	- (-)	7.2 (10.6)
Public Administration	7.3 (11.7)	6.0 (13.8)	- (14.4)	- (12.1)	- (-)	- (-)	- (-)	7.1 (12.7)
Service	6.3 (12.7)	8.2 (13.1)	- (12.1)	21.7 (12.2)	- (9.2)	- (-)	- (-)	6.8 (12.7)
Trade	5.7 (13.3)	8.6 (9.3)	- (-)	9.5 (10.3)	10.2 (15.1)	- (-)	- (-)	7.4 (12.4)
Transportation, Communication & Other Utilities	6.6 (12.9)	4.1 (12.5)	- (-)	8.1 (-)	- (6.8)	- (-)	- (-)	5.8 (12.0)
All-Industry Totals	6.6 (11.9)	7.5 (12.9)	- (11.6)	9.6 (11.0)	9.3 (9.5)	- (-)	- (-)	7.0 (12.0)

COMMENTS ON TABLE IV:

The largest average wage gain in one-year agreements was obtained in the Trade sector, 13.1 percent; and the lowest in Transportation, Communication and Other Utilities, 5.7 percent. Two-year agreements recorded higher wage increases in the first twelve months in all but one sector -- Transportation, Communication and Other Utilities. Three-year agreements were negotiated in three sectors -- Manufacturing, Service and Trade.

TABLE VI:

AVERAGE ANNUAL PERCENTAGE CHANGES IN BASE RATES BY EFFECTIVE PERIOD OF INCREASE AND DURATION OF AGREEMENT

	Duration	First 12 Months		Second 12 Months		Third 12 Months	
Manufacturing	One Year Agts	9.4	(11.2)				
	Two Year Agts	7.7	(12.3)	6.7	(9.2)		
	Three Year Agts	2.9	(6.5)	6.4	(6.1)	4.1	(6.1)
Mines	One Year Agts	-	(-)				
	Two Year Agts	8.1	(9.5)	6.2	(11.7)		
	Three Year Agts	-	(-)	-	(-)	-	(-)
Public Administration	One Year Agts	6.9	(12.9)				
	Two Year Agts	9.9	(12.7)	8.0	(12.8)		
	Three Year Agts	-	(17.0)	-	(13.4)	-	(14.7)
Service	One Year Agts	6.5	(12.9)				
	Two Year Agts	9.1	(14.6)	5.8	(12.0)		
	Three Year Agts	9.7	(10.4)	7.4	(9.7)	6.9	(4.0)
Trade	One Year Agts	13.1	(18.0)				
	Two Year Agts	7.4	(10.6)	5.6	(9.2)		
	Three Year Agts	5.3	(21.0)	4.4	(13.0)	5.8	(3.8)
Transportation, Communication & Other Utilities	One Year Agts	5.7	(6.0)				
	Two Year Agts	5.0	(13.3)	5.6	(10.0)		
	Three Year Agts	-	(-)	-	(-)	-	(11.4)

TECHNICAL NOTES

Since the intended purpose of a settlement reporting system is to collate and expose information pertinent to collective bargaining, efforts will be directed at achieving a universal coverage of all settlements falling within the terms of reference of the Trade Union Act.

As the reports will be available on a monthly basis, the receipt of settlement data by a pre-determined date will unavoidably omit a certain number of settlements which occur during a particular reference period. However, information on these settlements will be published in following summaries as the data becomes available.

In the contract settlement reporting system the multiplicity of collective agreement provisions creates a situation where it becomes necessary to report information on only a selected number of the total contract provisions available. As a consequence, information on collective agreement settlements pertains to the major provisions or those items receiving greater emphasis and attention in current negotiations. Data on each settlement not only covers the more important provision in new collective agreements, but also includes the previously existant provision in brackets.

With considerable weight being placed on monetary issues in current negotiations, data showing increments in the base rate and skilled rate will be published. The base rate is defined as the lowest wage paid to a full-time employee in the bargaining unit. This rate excludes those employees on probation or part-time.

When the information is readily available, wage rates for skilled employees will also be included. The skilled rate generally refers to the highest paid employee in the collective agreement. The two rates of pay will enable the user to calculate wage increases for different classes of employees to determine an approximate average percentage increase in the contracts.

TECHNICAL NOTES (CONT'D)

In the classification of collective agreement settlements by stage, the following definitions have been applied:

DIRECT BARGAINING - parties to a collective agreement after a notice by either party to commence negotiations of an existing or new contract, proceed to conclude a new settlement at the bilateral level.

CONCILIATION - parties request the assistance of a conciliation officer in contract negotiations. Mediation frequently is used in the same context, but its application is more prevalent to disputes which occur while contract are in effect.

CONCILIATION BOARD - formal intervention of a three-man conciliation board at the request of the respective parties.

POST CONCILIATION BARGAINING - (P.C.R.) - a collective agreement settlement reached after a conciliation officer or conciliation board has submitted a conciliation report to the Minister of Labour and Manpower prior to a legal workstoppage.

POST CONCILIATION BARGAINING - (W.S.) - settlements attained via the services of a conciliation officer during a legal workstoppage.

INDUSTRIAL INQUIRY COMMISSION - the establishment of a special inquiry, by the Minister of Labour and Manpower into industrial disputes as circumstances warrant.

The data produced in this publication, both settlements and workstoppages, refers to collective bargaining developments covered directly by the Trade Union Act of Nova Scotia. As such, references in this publication specifically omit information on collective bargaining that would pertain to the jurisdiction of the Federal Government.